

## BV Dairy

# Modern Slavery and Human Trafficking Statement

### Introduction

The directors of Blackmore Vale Farm Cream Ltd (BV Dairy) are fully committed to adopting a pro-active approach to tackling modern slavery and human trafficking.

Hidden labour exploitation is exploitation of job applicants or workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators; with victims, if they perceive themselves as such, reluctant to come forward.

Our employees are made aware of the risks of modern slavery and human trafficking and are expected to report any concerns. Management will be expected to act upon them.

### Our Supply Chain

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains and it is our policy to implement effective and robust controls to ensure this is not taking place. Our suppliers go through a rigorous approval system to ensure that all of our products are responsibly sourced. Where possible our suppliers are members of SEDEX.

### Our Policy on Modern Slavery and Human Trafficking

We aim to foster an atmosphere where fair employment practices and a safe workplace extend to every member of our workforce. Our company values encompass our expectations of the ethical conduct for all employees. Ethical trading considerations are a critical factor within our supplier selection and approval processes and we will ensure that our expectations are communicated and understood both by employees within the business and by our suppliers and contractors.

### Policy Commitments

The directors of BV Dairy shall:

1. Ensure that all staff responsible for directly recruiting workers are aware of issues around third party labour exploitation and signs to look for and have signed appropriate Compliance Principles.
2. Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmasters Licensing Authority and Police.
3. Ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members.
4. Provide information on tackling “Hidden Labour Exploitation” to our workforce through workplace posters, worker leaflets, inductions or briefings.
5. Encourage workers to report cases of hidden third party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
6. Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities.

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7. Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with this policy.
8. Accept that job fees are a business cost, and will not allow these to be paid by job applicants. The company will not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee.
9. Designate appropriate managers to attend “Tackling Hidden Labour Exploitation” training and to have responsibility for developing and operating company procedures relevant to this issue.

## Due Diligence

We monitor ethical standards across the business on a regular basis. The majority of our suppliers provide Ethical questionnaires and / or Modern Slavery Act 2015 compliance statements. We will never knowingly accept products from suppliers who illegally exploit the people within their environment.

## Continuous Monitoring

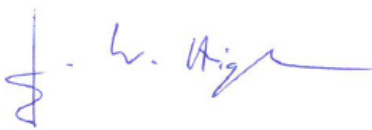
BV Dairy takes a zero tolerance approach to modern slavery and our Ethical Policy shows our commitment to ensuring that operations and supply chains are free from modern slavery or human trafficking.

Every ingredient, service and item of packaging we use will be approved ethically.

Every employee will be familiar with our Ethical standards and policies to ensure no modern slavery occurs within the business, and are encouraged to report any potential breaches. Policies are available to all staff on the company’s shared drive and from the HR department, as well as being provided during induction and regular refresher training.

## Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, has been approved by the directors of Blackmore Vale Farm Cream Ltd. and constitutes our slavery and human trafficking statement for the financial year 2022-2023. This statement will be reviewed at least once each financial year.



Jim Highnam

**Managing Director**

Date: 21st November 2022

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